

COMMUNITY PAYBACK ORDER ANNUAL REPORT

FINANCIAL YEAR: **2021/22**

LOCAL AUTHORITY: **Perth and Kinross**



1) In this section, please give examples of work with people subject to CPOs specifically to **address offending behaviours and the risk of reoffending**. (Bullet points will suffice. Max 300 words.)

Community Payback Order (CPO) Supervision normally begins with a review of the information in the Criminal Justice Social Work Report (CJSWR) and completion of the Level of Service Case Management Inventory (LSCMI) full 1-8 Assessment. This will help identify the focus of the case management plan.

Ongoing COVID-19 restriction during 2021-22 led to supervision being carried out over the telephone or via video call for periods of time. There was limited face to face contact early in the reporting period, with face-to-face contact gradually increasing until December 2021 when the Omicron variant brought further restrictions.

Intensive groupwork programmes are available in Perth and Kinross which address:

- Risk of sexual offending through Moving Forward Making Changes
and
- Risk of domestic abuse through the Caledonian Programme

The above are National Programmes.

In one-to-one supervision workers utilise materials and exercises that might target:

- problem solving
- decision-making
- consequential thinking
- informed choices
- conflict resolution
- alternative thinking
- mindfulness
- self-control
- self-management
- aggressive behaviour
- 5 steps of conflict - addressing triggers
- children and fathering
- alcohol and other substances

This is done through discussion and use of exercises found, for example, in Targets for Change Manuals and other online resources, in addition to Case Manager Packs for the MFMC and Caledonian programmes.

Some techniques involve:

- motivational interviewing
- use of timelines and genograms
- use analogies and abstract examples
- compiling letters that aren't sent (e.g., victims and general feelings)
- visually – often a steppingstone approach and client can see progress

- role playing e.g., if they have been the victim in conflict

EVOLVE (Men's Service) – Evolve run a Cognitive Behavioural Therapy based groupwork programme for men which addresses:

- Readiness for change
- Emotional regulation
- Problem solving
- Conflict resolution
- Relapse prevention

Although COVID-19 restrictions interrupted the running of these groups, the programme has been used in a combination of group work and one to one sessions with a good level of engagement.

One-Stop Women's Learning Service (OWLS) - utilises various approaches with women:

COOK IT Programme: A rolling programme which supports women to learn skills through cooking nutritional meals on a budget, this helps them purchase ingredients and prepare meals, enabling healthier choices which improves their health and well-being, especially given the current cost of living crisis for families.

Trauma Informed: 1 to 1 work using smart board to empower women to look at their lives through timelines, empowering them to identify areas which may have impacted on their lives which led to offending, substance use and poor mental wellbeing.

Emotion Management Worksheets: These are used to enable clients to understand their emotions which are triggers to anger and losing control which can impact on their offending. To recognise consequences of their actions, and behaviour. Empowers the client to achieve positive outcomes from understanding their emotions.

Reflection Work: This is used by clients writing down how they are feeling regarding their day, week, and understanding how by reflecting they can look at themselves, look at how they manage their time and benefit from being more motivated to look at spending their time more productively and aiming for different goals.

2) In this section, please give a summary of feedback, may include quotes, from people subject to CPOs about the **impact on them of a Supervision Requirement**. (Bullet points will suffice. Max 300 words.)

EVOLVE Quotes

- ***“It's a lifeline, I can come into here to talk to you and unpick a problem, help me understand and work through it”.***
- ***“I feel very comfortable sharing things with you and opening up”.***
- ***“The good thing about this is that everyone has different experiences, but they are all linked”.***

- ***“That’s what impressed me about this, we got to the trauma bit really quickly, that was my buy in as I’ve never talked about it”.***
- ***“To change your life, you have to change your life”.***
- ***“I walked out of the appointment feeling proud and good about myself because of what we talked about, job done”.***
- ***“It’s been more like therapy than coming to probation”.***
- ***“The surrounding is much better than St Martin’s where you feel like a criminal, I feel more relaxed here”.***
- ***“Nobody has really helped me until I met you guys...I’m really grateful for what you have done for me”.***
- ***“When I come out from seeing Stevie my head always feels better”.***
- ***“C reports feeling so much better since last seen and is now beginning to recover from relapse earlier in year and explained to author that he has found engaging with CJS, Steven, really supportive and useful. This has offered him structure to his week which has facilitated his stability”.*** (Email from drug worker).
- ***“That was you that put that in my head, I’m growing here”.***
- ***“I don’t like people and don’t want to look them in the eye, what is different about you, why do I trust you”.***
- ***“You helped shape life”.***

OWLS Quotes

- ***“Getting my keyworker, helped me understand how I had dealt with things in my past the wrong way, I understand now my behaviour was my responsibility and I am so glad I was given the tools to change my life”.***
- ***“It is sad that due to my offending I finally got help, with my mental health and addiction, Thank you OWLS Staff”.***
- ***“My worker helped me finally start my goal, to learn to read and write. I attend OWLS every Tuesday to use a laptop to do my learning with my tutor from Perth College. Its great. I never went to school as I come from a traveller background, getting OWLS has helped me so much”.***
- ***“When I look at myself, I can see that I am a million miles away from the once struggling, chaotic woman I was when I first walked through those doors at owls. I am so grateful to you both and I want to thank you for always being there for me, believing in me, continuing to support me, and never giving up on me no matter what. I appreciate that my journey has not***

been easy for any of us but with your help you got me there and I hope you will see the difference you have made. You are both such wonderful women and what you do for women like me is truly amazing. I will never be able to thank you enough."

Feedback Box:

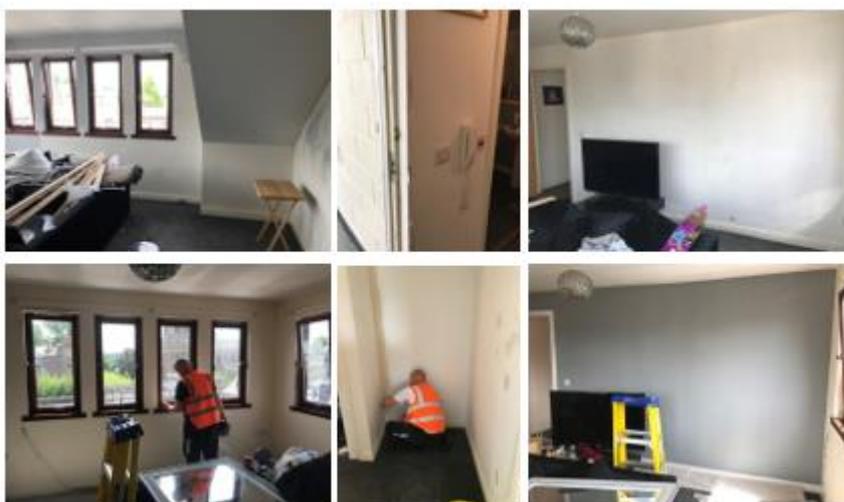


3) In this section, please report on the following:

- Types of **unpaid work projects** carried out
- Example(s) that demonstrate(s) **how communities benefited** from unpaid work (Bullet points will suffice. Max 300 words.)

Some specific examples for the projects undertaken include:

- The Unpaid Work Team cleared parts of the Regional Route 83 (between Dunkeld to Ballinluig) which had become overgrown or narrow due to encroaching grass and consequently was becoming unusable. The Route is now fully open and is a lovely area to explore.
- The Unpaid Work Team supported the repair and re-decoration of a flat. The flat was transformed - with fresh coats of paint and a new colour scheme. The work enabled a young family member to return home from Foster Care.



- The Unpaid Work Team undertook maintenance work in the grounds of Tenandry Kirk (near Pitlochry). Gates and railings were re-painted, and the various outdoor benches required some refurbishment works. The refurbishment work was welcomed by both locals and walkers.



- Bench restoration McDonalds, Broxden.
- Power-Washing around the Concert Hall. The Community Payback Team spent two days cleaning and tidying the area outside Perth Concert Hall. The weeds were removed from between the paving slabs and the ground was washed by Westbank's new industrial power washer to clean the various bits of staining.
- Community Payback Team clients decorated the inside of the Services for Young People building in Scott Street making it a nice, welcoming environment for people to spend time.



- The Community Payback Team clients were asked to help support the Council's Visitor Management Team. A temporary portaloos was being installed in Acharn, for visitors and day-trippers to Highland Perthshire to use. To accommodate it, an area of woodland needed to be cleared, to allow easy access. The team cleared the ground and a path created to make the toilet easier to find.



- The Community Payback Team clients were also asked to help an elderly couple with their garden. The couple were not able to do the garden clearance but were able to enjoy their outside space, following the clearance.



4) Summary of feedback, may include quotes, from people subject to CPOs about the **impact on them of an Unpaid Work Requirement**. (Bullet points will suffice. Max 300 words.)

Forty-four people completed the unpaid work survey during the reporting period:

- All those completing the survey confirmed that the Unpaid Work requirement had been explained clearly and sufficient information was received “**All information was explained clearly**”.
- Again, all those completing the survey felt their circumstances were taken into account “**Extremely helpful especially around work commitments**”.

- 98% found the work they were asked to do worthwhile with 93% confirming they enjoyed the work.
- 40% respondents reported learning new skills, 55% made new friends, 33% learned how to work on their own, 63% learned how to work in a group, 35% learned how to use specialist material, 18% felt they did not learn a new skill.
- All those completing the survey reported good support and encouragement from their case manager and project officer.
- What respondents liked most about Unpaid Work: ***“Meeting new people”, “I enjoyed the gardening”, “Feeling useful”, “Working as a team”, “Helping Others”, “The people helped me deal with my drinking issues and move a step forward with my life. Learnt key skills to use in my daily life”, “Getting out the house and mixing with people”, “Doing different tasks and being able to help people who need the help”.***
- 98% felt that Unpaid Work had helped them to stop or reduce their offending behaviour. ***“Kept me out of jail”, “Help get motivated”, “The embarrassment and the inconvenience of doing it, are I think what helps”, “Being able to focus and understand about my offending”, Kept me busy, “Routine”, “It’s been a huge wake up call for me and that I don’t want to be back. Talking with the supervisors has been very helpful I will miss working with them and helping different people”, “Not drinking as much”.***
- One respondent added ***“Thank you for my forklift training”.***

5) **Types of ‘Other Activity’** carried out as part of an Unpaid Work Requirement. You may want to comment on the impact of completing Other Activities, for individuals or for the community. (Bullet points will suffice. Max 300 words.)

Types of ‘Other Activity’ carried out as part of Unpaid Work Requirement during the reporting period include:

- Courses enhancing employability opportunities – Construction Skills Certification Scheme (CSCS) training, Forklift Training, CV creation etc.
- Working in community gardens i.e., volunteering Crieff Community Hospital,
- Charity / Voluntary work,
- Driving training (paid for by the individual) – improve driving skills and enable person to have license returned sooner.
- Counselling/ wellbeing support including trauma counselling.

As evidenced above, a person-centred approach is taken with the arrangement of ‘Other Activities’, as part of the unpaid work requirement with consideration given to the outcomes the person is looking to achieve. Improving employability opportunities, improving access to mental health services and equipping people with new skills. The community also benefits from the activity, for example via some of the work completed during that activity, and the new skills people have gained e.g., improved road safety.

6) Summary of feedback, may include quotes, from beneficiaries **about the impact of Unpaid Work on the community.** (Bullet point will suffice. Max 300 words.)

Some examples of the positive feedback received include:

- ***“The Housing and Social Wellbeing Committee thanked the Unpaid Work Team for all their hard work and urged every member to get in touch for help” (Housing and Wellbeing Committee)***
- ***“I just wanted to say thank you so much for arranging for the woodchip to be delivered. The team were brilliant, they sorted out one of our planters and filled the raised areas with plenty woodchip and they did it all with barrows and spades! They couldn’t have been more helpful. We really appreciate it so thank you” (Letham Early Childhood Centre)***
- ***“What can I say other than thank you!!!! What a job that’s been done by the team I can’t thank you enough for this. I visited properties today and was blown away by the difference that has been made. Please pass on my thanks to every single person that was involved” (Member of the public).***
- ***“Just a wee note to thank you and the Unpaid Team for doing such a good job in refurbishing the bench seats in Auchterarder's High Street. On behalf of the Auchterarder & District Community Council and those folks who regularly sit on the benches, many from Hannover Gardens (the sheltered housing) who do not have gardens (a contradiction there somewhere!), I'd just like to express our appreciation. A very big 'thank you' to all involved. A job well done.” (Member of the public).***
- ***“I wanted to let you know how very pleased I am with the work on the gate and wee side fence that was carried out over the weekend. A really good job was done”. (Area Housing Co-ordinator)***
- ***“I just wanted to email to say thank you so much to you and everyone in the team who helped get the garden in shape again. We definitely couldn’t have done it without your help, and I look forward to enjoying the garden with my partner and kids as soon as we get some more good weather!” (Member of the public).***

7) What **organisational challenges** have there been in completing orders effectively this year, both those with Unpaid Work and those with Supervision Requirements? Issues may or may not be related to the covid pandemic. (Bullet points will suffice. Max 300 words.)

The Unpaid Work Team in Perth and Kinross (like every other part of the public sector) experienced COVID-19 related challenges relating to restrictions.

Organisational challenges in relation to unpaid work:

As restrictions relaxed, it was difficult to get people to re-engage with Unpaid Work and it was significantly more difficult to get clients to turn up on time or at all.

There remain significant delays at court and there is a sense that the number of Community Payback Orders are not returning, quickly, to their pre pandemic level. This is concerning as the demand for the services of the Unpaid Work Team continue to increase. It is anticipated these issues will be overcome in the next reporting period.

Organisational challenges in relation to supervision requirements:

Individual appointments and group work programmes were disrupted by the pandemic restrictions.

The requirement to take on extra staff and not be able to offer long term contracts because of the year-on-year grant funding of CJS is a long term and on-going organisational challenge.

LSCMI system has been suspended by the Scottish Government whilst “glitches” are addressed. On-going monitoring of manual calculations required by Line Managers and potential for inputting on to system at some stage when it is “fixed”.

Whilst working relationships with the local police remain strong there has been the unsettling backdrop of the proposal by Police Scotland to introduce new Information Sharing Protocols threatening a reduction in information sharing with non-vetted workers. This continues to be a national discussion and requires a resolution in the next year.

8) Outline the **main barriers, if any, to accessing community support and wider services** (eg drug and alcohol services, mental health services). How have these barriers been addressed?

The main barrier is prompt access to services. Long waiting lists (mental health and drug and alcohol services) result in people losing motivation and then not to engaging or not being able to engage when an appointment is offered.

The service landscape can also feel cluttered, many services offering specific support, leading to confusion re: which service to engage. Work commenced during the reporting period to relaunch the Community Justice and Safety Third Sector Forum to support more collaborative working and work towards a “No Wrong Door Approach”.

An evaluation of Drug and Alcohol Treatments Requirements was undertaken, by the CJSW, following a meeting with the Perth and Kinross Sheriffs. The meeting identified a disconnect between the expectations of Sheriffs and the current delivery of Drug and Alcohol Treatment Requirements within Perth and Kinross. The Sheriffs believed they were accessing additional resource for individuals via Drug and Alcohol Treatment Requirements, however, that is not the case under the current system where the offer of Drug or Alcohol support is the same for individuals on the Justice journey as the general public.

Currently, requirements are imposed by the Sheriff, often but not always, following recommendation of their suitability by the CJSW Report writer. Where a Drug Treatment or Alcohol Treatment requirement is imposed, CJSW make a referral to the Integrated-Drug and Alcohol Rehabilitation Team (I-DART) and I-DART triage the case. Under the current system completion of a specialist assessment does not take place before a requirement is recommended or imposed. This can result in issues arising when clients do not meet I-DART thresholds in terms of motivation to address issues. In those situations, I-DART often close the case, however, this is problematic if the breach threshold is not met.

It was previously agreed that one worker in I-DART would hold all Community Payback Order (CPO) cases and there would be regular communication between CJSW and I-DART. Regular communication was not sustained due to other work pressures and additionally one dedicated worker did not provide a level of service

resilience. This led to a lack of clarity between the CJSW and I-DART regarding plans developed by I-DART and communication with the Court. This often resulted in CJSW undertaking substance misuse work without access to the full range of resources available, or the specific knowledge and training.

In order to address this issue a proposal has been put forward to recruit two “Specified Workers” who will be based in I-DART but work specifically to assess and treat clients for a Drug and Alcohol Treatment requirement with a CPO. Recruitment for these posts is currently in process.

9) Is there **any other relevant information** you wish to highlight? For example, this may include:

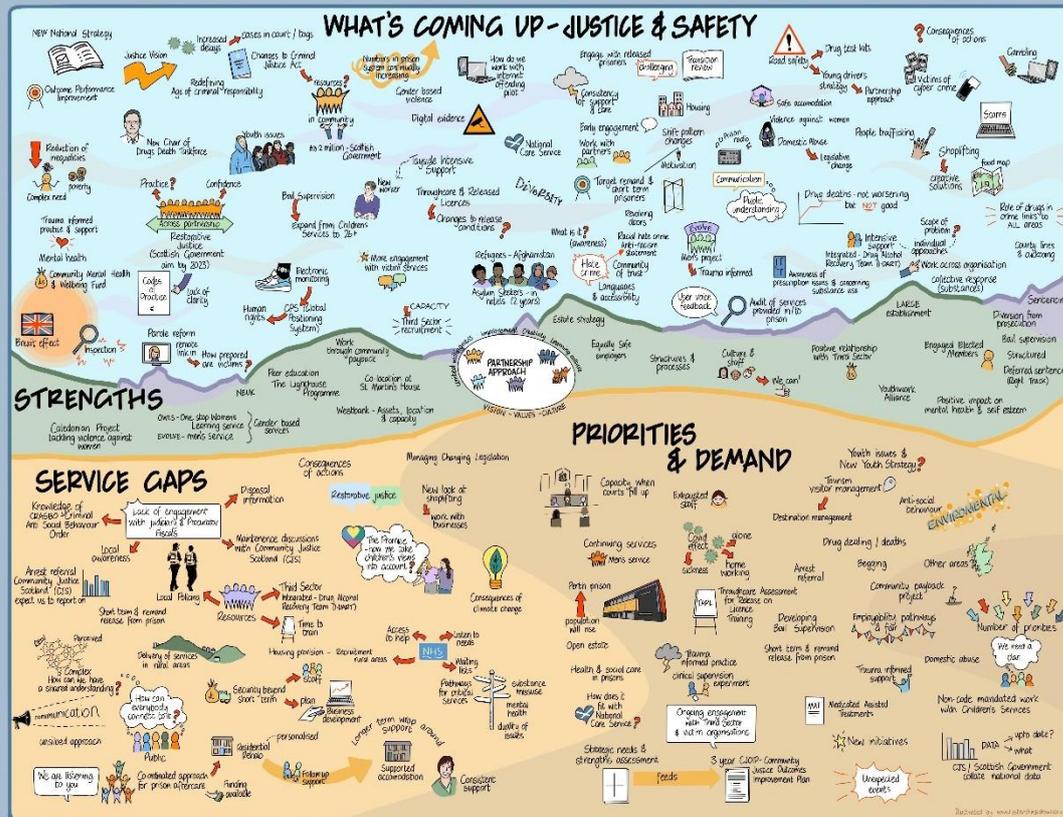
- Areas for improvement and planned next steps
- New ways of working and benefits achieved from these.
- Examples of work carried out in collaboration with community justice partners and wider community partners, including the third sector, to deliver CPOs

(Bullet points will suffice. Max 300 words).

The Community Justice and Safety Partnership (CJSP) hosted a visit with John-Paul Marks (Permanent Secretary) and Joe Griffin (Director General of Education and Justice) during the reporting period. The visit was split between the HMP Perth and the Westbank Project. A Vlog of the Permanent Secretary’s Visit can be viewed [here](#). The CJSP appreciated the opportunity to share details regarding the positive work taking place and share some of the issues encountered, both locally and nationally.

The CJSP hosted an online event during January 2022 whereby attendees explored the future need and demand on services - What’s on the horizon for Justice and Safety; Self-identification of Partnership Strengths; Self-identification of Gaps; Priorities and Demands. The following infographic was created:

PERTH & KINROSS COMMUNITY JUSTICE & SAFETY PARTNERSHIP



Following the session, the Partnership were asked to rate the priorities and the information was used to identify the Action Delivery Priorities for 2022-23. The three priorities identified were: Substance Use; Violence Against Women; and Reducing Reoffending. An Action Delivery Plan for 2022-23 was drafted and approved by the Partnership in April 2022. The Action Delivery Plan is available to the public on the [CJ and Safety Partnership website](#).

As highlighted in the previous section work is underway to improve access to assessment and treatment/interventions regarding Drug and Alcohol Treatment requirements by recruiting two specified workers in 2022.

During 2021-22 the EVOLVE service continued to be developed. This service seeks to provide a different way of working for male service users that facilitates multi agency, targeted approaches to enact meaningful change for men.

EVOLVE seeks to be a sustainable alternative for males who offend to find purpose, improve wellbeing and re-integrate males; both within society and their own significant relationships. Whilst above all else, ensuring public protection and seeking to reduce reoffending. EVOLVE looks to provide an alternative way of working to males who offend rather than the 'traditional' working methods often seen within Criminal Justice Services. The service continues to work with men in a trauma informed manner, using a combination of intensive one to one work, and a focussed programme of group work which will include activities designed to increase positive life chances and pro-social decision making for males who offend, to help them find purpose, improve their wellbeing and rebuild relationships within their communities and families.

The project seeks to incorporate the latest theory and research into desistance and the impact of trauma into the work undertaken with men who offend. Evolve made connections with Epione consultancy and training, during the reporting period, who specialise in trauma informed practice within criminal justice services, and the service are looking to broaden the range of interventions available for those who have experienced trauma.

By helping men find new, positive identities, research shows that men can move on from an offending past, and the service aims to promote this using group work, and communal activities in an environment which is more trauma informed than traditional Criminal Justice settings.

COMPLETED BY: Derek Mortimer

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CONTACT FOR QUERIES ABOUT THE REPORT

Name: Derek Mortimer

E-mail: DCMortimer@pkc.gov.uk

Telephone: (01738) 472553